

## (5) Production volume and value over the last two years:

Unit: 1,000 pieces; NTD million

Product	2007			2008		
	Production capacity	Production volume	Production value	Production capacity	Production volume	Production value
Motherboards	14,160	10,398	7,690	14,160	11,049	8,081
Others	6,696	7,150	13,917	6,912	5,834	11,042
Total	20,856	17,548	21,607	21,072	16,883	19,123

## (6) Sales volume and value over the last two years

Unit: 1,000 pieces; NTD million

Product	2007				2008			
	Domestic sales		Export		Domestic sales		Export	
	Volume	Value	Volume	Value	Volume	Value	Volume	Value
Motherboard	667	1,316	18,465	31,124	439	916	17,735	29,909
Others	-	5,008	-	11,833	-	5,123	-	9,849
Total	667	6,324	18,465	42,957	439	6,039	17,735	39,758

Note : Gigabyte merged with its wholly-owned subsidiary-Gigabyte United Inc. on 1st October 2008. According to EITF95-141 of the R.O.C. Accounting Research and Development Foundation, the Company restated its financial statements as of and for the year ended 31st December 2007 under the assumption that the merger had taken place on 1st January 2007.

## III. Profiles on employees over the last two years until the date this report is printed:

March 4, 2009

Year	2007	2008	Current year to Mar. 4	
Number of employees	Line personnel	875	764	742
	Supporting personnel	1394	1891	1867
	Total	2269	2655	2609
Average age	32.47	33.27	34.31	
Average year of service	4.66	5.13	5.10	
Education (%)	Doctoral	0.18%	0.23%	0.23%
	Master	6.79%	8.36%	8.43%
	University	64.03%	67.76%	67.35%
	High school and below	29.00%	23.65%	23.99%

## IV. Information on spending on environmental protection:

- (I) Amount of loss and penalty in the most recent year due to pollution: None.  
 (II) Policies and protection spending:

The Company has retained the Recycling of IT Waste Products Foundation to collect and recycle its IT waste and pay the Environmental Protection Foundation monthly for the service. The WEEE and ROHS of EU in the recycling of IT products and the restricted use of hazardous substances have been legislated in August 2004 and became effective in July 2006. In response, the Company has already procured relevant equipment for improving the current production process and exercise control over the purchase of parts and components for compliance with environmental protection rules. For compliance with applicable legal rules and the satisfaction of customer needs, and for the effort in global environmental protection, the Company has taken positive measures in testing the introduction of lead-free

production process from the suppliers of materials to the in plant SMT and DIP processes.

Projected environmental protection spending three years ahead:

Currency: in NTD 1,000

	2009	2010	2011
A. The content of anti-pollution equipment planned to procure or spending	The Recycling of IT Waste Foundation, Kyoto Protocol, RoHS and WEEE required the reduction of emitting gaseous matters that cause the greenhouse effect, the reduction of using restricted substances and the recycling mechanism and related equipment.	Same as 2009	Same as 2009
B. Expected improvement	Recycling of IT waste under WEEE (fee for recycling).	Same as 2009	Same as 2009
C. Amount			
- environmental protection spending	\$30,880	\$33,950	\$37,350
- procurement of equipment for environmental protection process	1,300	-	-

(III) Impact of relevant environment protection expenses to the company:

1. Effect on net profit

The Company has its fundamental policy of supporting environment protection. This is also a global trend. As such, the Company pays the foundation for recycling IT waste. But such spending does not yield corresponding production capacity and instead reduces the net profit of the Company each year. However, such effort did help to maintain the market share of the Company.

2. Effect on competitive position

The global trend of environmental protection and energy saving worth the attention of the enterprises. The Company is in the process of taking a positive stance in introducing new technologies for energy saving and substitute process for environmentally hazardous substances (Mercury, Cadmium, Plum bum, Cr6+, PBBs, PBD and PVC \ BFRs Eext.). In addition, the Company positively responded to the Kyoto Protocol, RoHS, WEEE, and EuP in reducing the emission of gaseous matters that cause the greenhouse effect, in the reduction of using restricted substances, and the recycling of IT products. This helps to buttress the competition position of the Company and contributes to the increase in global market share in the 3C industry of Taiwan. The factor of environmental protection does not negatively affect the global competition power of the Company.

3. Effect on corporate image

Through the supervision of the IDB of MOEA and the introduction of the IECQ QC 080000 by SGS on the control of hazardous substance in electronic and electrical production process, the Company has launched the clean production process for attuning to global environmental trend. The Company has successfully accomplished the tasks of reduction and recycling in environmental protection.

(IV) Information on compliance with RoHS:

1. The Company sell its products directly and indirectly to EU, or areas governed by RoHS.
2. The compliance of the Company with RoHS is 100%.
3. The Company has been granted by the following companies or agencies the green product accreditation on environmental protection and ODM customer accreditation rate: 100%.
  - (1) The first company in Taiwan being accredited the SGS IECQ QC080000 RoHS green product.
  - (2) Approved by MOEA for a grant for supervision in Green Project in 2006, and complete the establishment and adaptation of GP system in 2007.
  - (3) Recognition by international giant firms: Lenovo (IBM), Fujitsu, Hitachi, NEC, Toshiba, Samsung, LG, Acer, HP.
  - (4) Equipment, production process, inspection standards and points of control are in place. There are also the ODM Mass Production and inspection for delivery locations with yield rate meeting the requirements of the customers.
  - (5) By the end of Q1 2006, the Company has attuned to full compliance with RoHS and has met the requirement of EU as early as July 2006.
  - (6) Complete the process and product evaluation of Halogen Free in 2008 to respond to the requirement of future environment protection law.

**V. Labor-Management Relation in the most recent year until the date this report is printed**

1. The status of employee welfare, continuing education, training, retirement system and others, and the agreement between the labor and the management and protection of employee benefits and rights:
  - (1) Employee insurance:

In addition to labor insurance and the national health insurance for the employees and families, the company takes group coverage for each employee including accident, injury and medical care and hospitalization for cancer victims.
  - (2) Annual salary increase and bonus:

The company will adjust the salary of each employee with reference to her/his performance at works, and bonus will be disbursed for substantial growth in production volume.
  - (3) Year-end bonus  
Bonus will be awarded to employees depending on the attainment of assigned goals.
  - (4) Fringe benefits provided by the employee welfare committee  
The employee welfare committee of the company is organized under law and by elected representatives of the employees. They will be responsible for the planning and execution of employee welfare. Examples are the organization for local and overseas traveling trips, gifts for the three major festivals, birthday gift vouchers, subsidized for matrimonial, celebration and funeral occasions, scholarships for the children of employees, special offers by participating shops, recreation and entertainments, social functions, language training programs, and the company will subsidize employees in taking local or overseas trips for pleasure. The amount of subsidy will vary with the years of service